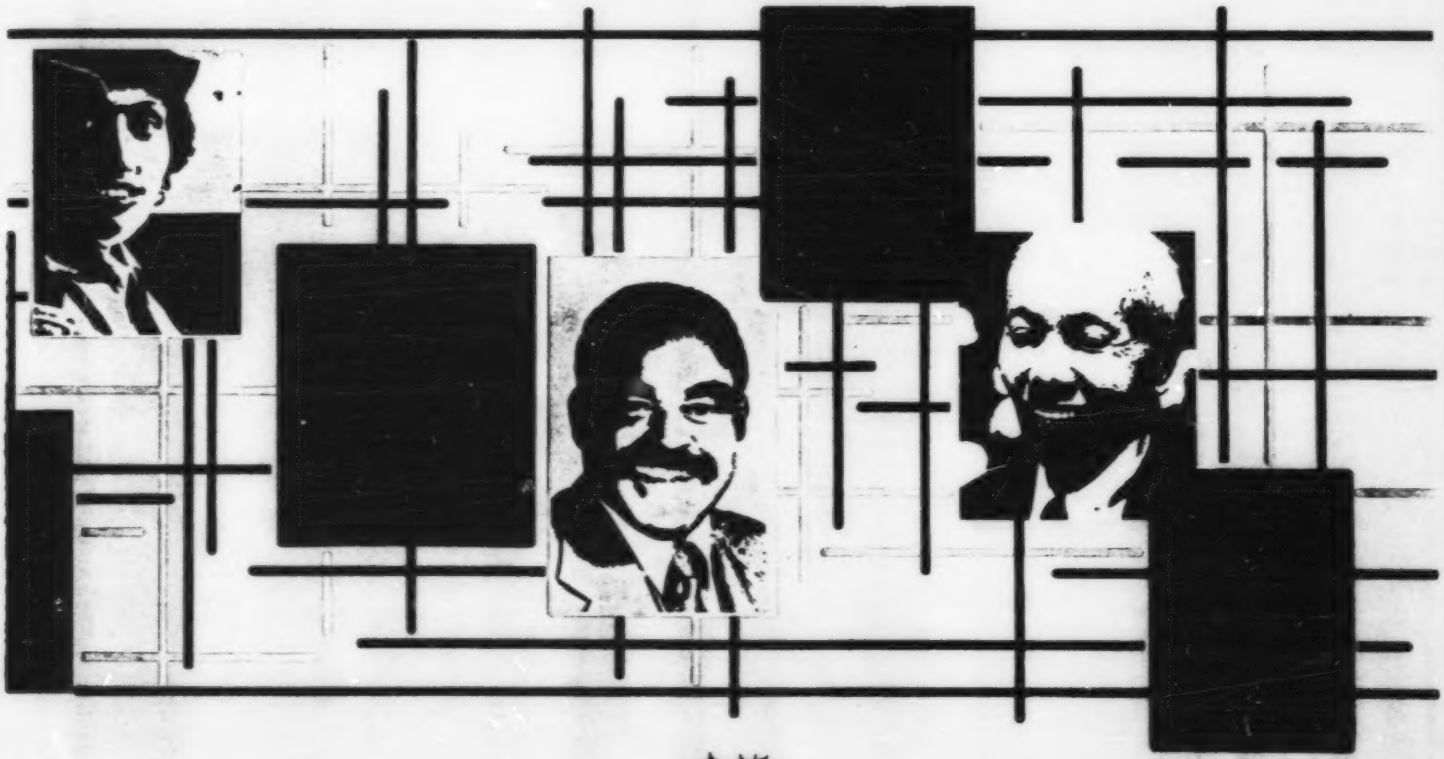
Race Relations Series #1

Getting Started

Local Government and Community/Race Relations



FCM

Federation of Canadian Municipalities
Municipal Race Relations Program

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Race Relations Series

Local governments, large and small, urban and rural are now taking a leadership role to improve race relations in their communities. The adoption of a Policy Statement on Race Relations in 1986 committed the FCM and led to the establishment of the Municipal Race Relations Program with assistance from the Multiculturalism Sector of the Department of the Secretary of State.

To help its members establish race relations policies and programs, the FCM's Municipal Race Relations Program has several projects underway:

- operation of a resource centre and consultation service to meet the information needs of interested municipalities;
- implementation of a communications strategy to keep municipalities and the community up-to-date on new developments;
- launching of a National Action Committee on Race Relations comprising elected municipal officials and community leaders;
- publishing "How To" manuals to provide municipalities with guidelines on race relations policies, programs and practices.

"**Getting Started – Local Government and Community/Race Relations**" introduces the topic to municipal government and provides a compelling argument for municipal involvement in race relations by dispelling the myths surrounding this issue. The manual also examines innovative strategies that help a municipality respond to changing social, economic and cultural needs.

This manual is the first in the series. Others will deal with the following topics:

- **Multicultural Access to Local Government**
- **Equality in Employment**
- **Cross-Cultural Training**

These publications will serve as invaluable references to assist municipalities in meeting the challenge and opportunity of a culturally diverse community. For further information, please direct your inquiries to:

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A Changing Society Means Changing Community Needs

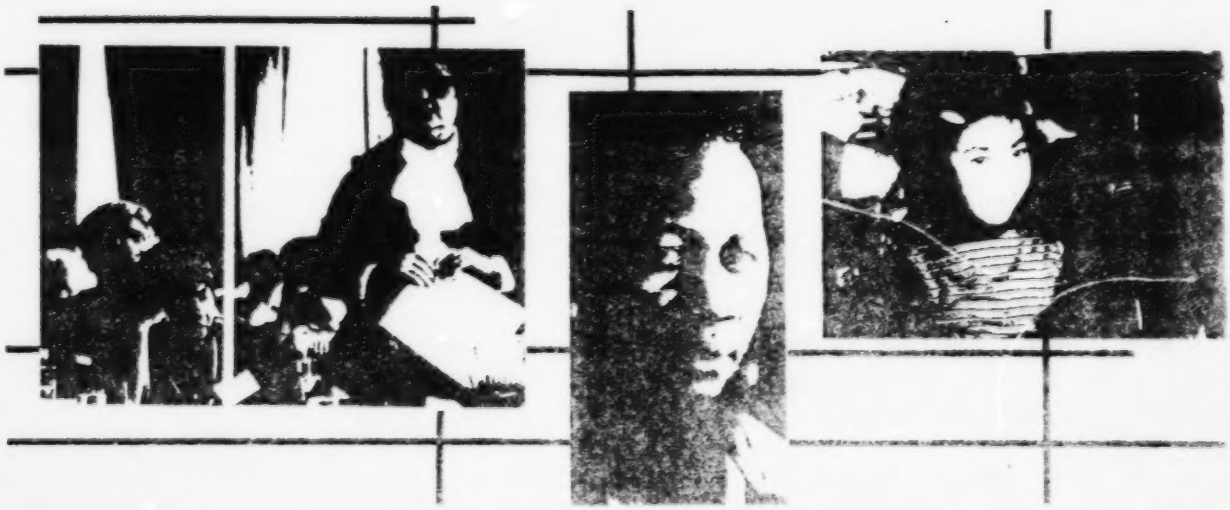
Canadian society is changing. It is becoming more multiracial, multicultural, multilingual and multireligious. Immigration flows and birth rates have significantly changed the proportion of Canadians from non-British, and non-French origins. In 1871 they were 7% of the population; now they are one-third.

The non-white segment comprising 7% of the population, includes the aboriginal peoples and Canadians with origins in Africa, China, India, Pakistan, Japan, Korea, South East Asia, South America, Central America, Latin America, Arab countries, the Pacific Islands, the West Indies and the Philippines.

The multicultural and multiracial character of Canada was officially recognized by the federal government when the federal Multiculturalism Policy was introduced in 1971. Since then, equality rights and multiculturalism have been entrenched in Section 15 and 27 of the Charter of Rights and Freedoms. As well, federal, provincial and territorial human rights laws prohibit discrimination on the basis of race and colour.

Despite these laws and policies, racial discrimination, unequal access and restricted opportunity continue to be problems for racial and ethnic minorities in Canada, both immigrant and native-born.

A changing society presents both a challenge and an opportunity to municipalities. Race relations policies and programs can help the municipality meet the challenge and take advantage of the opportunities offered by a diverse community.



What is Race Relations?

Race relations is a term used to describe activities which seek to remove discriminatory barriers as well as promote the full and equal participation of racial and ethnic minorities in social, economic, cultural and political life.

The difficulty lies in identifying discrimination because often, the barriers are unintentional and unconscious. In addition to the more blatant forms of racial discrimination, minorities encounter unequal access and opportunity in employment, education, law enforcement, housing and community services which can result from systemic discrimination.

Systemic discrimination refers to discrimination that is part of an organizational system. Organizational arrangements within large institutions, such as traditional administrative practices and procedures, often determine how jobs are offered, to whom services are provided, facilities made available, and resources allocated. The attitudes and conduct of managers and administrators within an institution also influence who gets what, where and when.

In a municipality, systemic discrimination can occur when local government does not change its policies, practices and programs to meet the changing needs of its community. Race relations is a policy and program response to assist municipal government in managing this change.

Many municipalities are already involved in race relations through sponsorship of multicultural festivals and celebrations. These activities which reflect the diversity in the community are an important first step towards recognizing the different conditions, lifestyles, and preferences of minorities. Building upon this, some municipalities are consulting regularly with minority groups and agencies to ensure municipal services are meeting their needs.

Some municipalities are adopting race relations policies, programs and practices to increase the participation of minorities. Improving access and opportunities for minorities results in the full utilization of untapped skills and resources. Responding to the changing needs of minorities means an improved quality of life in the community. In short, good race relations means good business and good government.

Some Myths and Facts

MYTH
Race relations is only for big cities.

FACT
Race relations is for municipalities of all sizes, large and small, urban and rural. The presence of minorities, whether in large or small numbers, challenges a municipality to ensure that its programs and services are responsive to the needs of all citizens. Municipalities with smaller numbers of minorities can sometimes be more prone to racial conflict or misunderstanding because the majority of the population has not been sensitized to them.

MYTH
Minorities are not well-represented in the municipal workforce because they are not qualified and because they have not been here long enough.

FACT
Minorities, like the rest of the Canadian population, are diverse in their skills, education and length of stay in Canada. Some minorities are recent immigrants, while some have been in Canada for generations. Some are highly skilled and educated while others are not. Studies have shown that compared to the rest of the population, minority groups earn less, have higher rates of unemployment, and are less likely to find work for which they are qualified and experienced. The degree to which minorities suffer employment and economic disadvantages varies significantly by group and by region. However, taking all factors into consideration, the evidence suggests that discrimination may be part of the problem.

MYTH
If we adopt race relations policies and programs, we'll just create problems where no problems existed before.

FACT
Adopting race relations policies and programs does not create racial conflict, any more than the establishment of speed limits encourages speeding. Race relations policies and programs facilitate the full and equal participation of ethnic and racial minorities in all aspects of civic life. Through them, all citizens are given the clear message that racist or discriminatory behavior is not tolerated by the community.

MYTH
We do not have any problems, so we do not need race relations programs.

FACT
A municipality should never wait for a racial problem to occur before acting. It is best to prevent problems before they arise by improving municipal policies, programs and practices. Experience has shown that many of the serious racial incidents in municipalities could have been averted if preventive measures had been taken earlier.

MYTH
Most minorities are offended by "preferential treatment".

FACT
Race relations is not "preferential treatment" but rather equal treatment. However equal treatment goes beyond treating people the same regardless of their racial or cultural background. It also means treating them as equals through the reasonable accommodation of their differences or through the use of special measures designed to remedy past discrimination. This may mean treating some people differently so that there is equality of results and opportunity.

MYTH
Employment Equity is reverse discrimination.

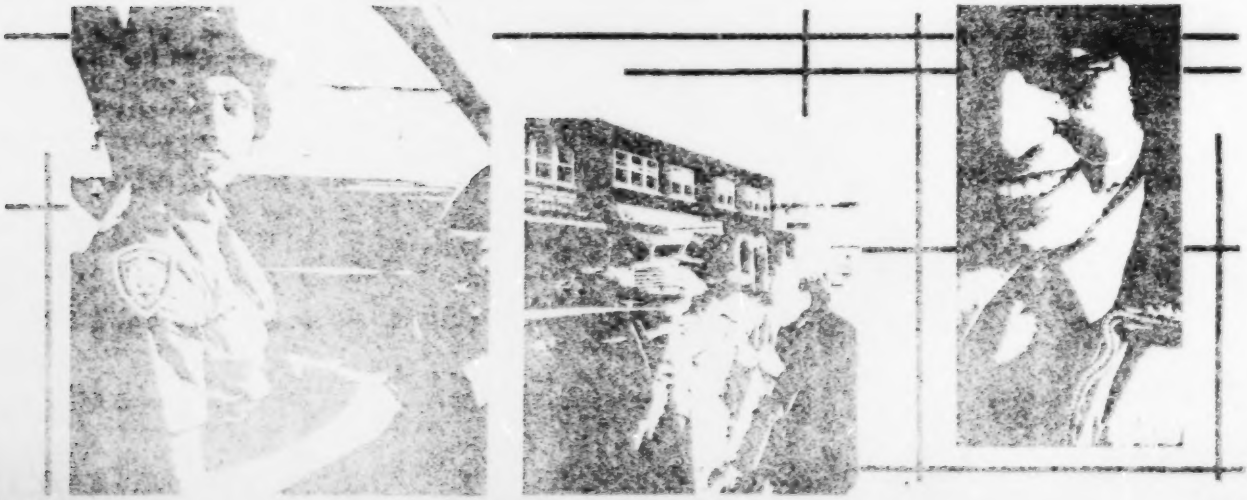
FACT
Studies have shown that certain minority groups are prevented from realizing their full potential because of their race, ethnicity or cultural background. Their disadvantaged situation may result from discriminatory employment practices or attitudes that, intentionally or unintentionally, limit their opportunities. Employment equity is designed to eliminate discriminatory barriers by identifying and adjusting employment practices to provide equal access and opportunity. Employment equity is not reverse discrimination but a way to reverse the effects of past discrimination.

MYTH
Multiculturalism is divisive, because it undermines the development of a "Canadian identity" while encouraging the "ghettoization" of racial and ethnic minorities.

FACT
Multiculturalism is intended to break down discriminatory attitudes and misunderstanding by promoting respect for the cultural rights and freedoms of all Canadians. Cultural diversity is a source of conflict only if minority linguistic, cultural and religious rights are not recognized and respected. Canada is a country of aboriginal peoples and immigrants or the descendants of immigrants. Ethnic and racial minorities have made invaluable contributions to the growth and development of Canada. Many minorities have been here for generations and some before Confederation. Multiculturalism, therefore, is a fundamental part of Canadian identity and should be viewed as a source of strength and enrichment.

MYTH
Canada doesn't need immigrants.

FACT
Compared to most industrial nations, Canada has a very narrow population base. Assuming (conservatively) that roughly 10 per cent of its land mass is habitable, Canada has a population density of only 26 people per square kilometre. Compare that with West Germany (247), Britain (231), Italy (188), Denmark (119) and France (100). Immigration is also vital to offset emigration. For example, immigration for 1985 was 84,300, but after taking into account everyone who left the country the population's net gain was only 36,600. In adition, Canada's birth rate has declined to 1.67 children per family in 1985 from an average of between 3.5 and 4 children just three decades earlier. Although increases in immigration may mean an increase in the cost of government services, this is more than offset by new immigrants becoming taxpayers and consumers who inject more money into the economy. As well, the aging Canadian population is placing more financial burdens on the shrinking, working-age population, who must support the pension system. Immigration is needed to offset this imbalance.



Why Should the Municipality Take the Lead?

Municipalities are among the most important institutions in Canadian society that can promote understanding, equal opportunity and access to all ethnic and racial minorities for the following reasons:

- the municipality is the most accessible and hands-on government, and therefore the order of government in the best position to effect real change;
- the municipality has a precise knowledge of local conditions because it provides services essential to the community;
- the municipality can provide leadership and set an example within the community;
- the municipality is in the best position to deal with race relations at a grassroots level;
- the municipality can review and adjust its structure, organization and practices;
- the municipality is an employer, funds voluntary agencies, and can influence school boards, businesses, the media and other sectors of society;
- the municipality is required to comply with human rights laws that prohibit discrimination on the basis of race and colour.

Municipal Self-Evaluation

Yes	No	Don't know	**A municipality can take the first steps in assessing its race relations by asking the following questions:**
☐	☐	☐	1. Do we know how many racial, ethnic and linguistic minorities live in our community?
☐	☐	☐	2. Do we know if all municipal services are being fully used by ethnic and racial minorities?
☐	☐	☐	3. Do Council and municipal departments consult regularly with ethnic and racial minority groups?
☐	☐	☐	4. Have we a multicultural or race relations policy statement?
☐	☐	☐	5. Does the municipal clerk's office have a resource list of minority organizations and contact people which is made available to civic departments?
☐	☐	☐	6. Have we a procedure to deal with complaints of racial discrimination in employment and the provision of municipal services?
☐	☐	☐	7. Has our police department a good relationship with minority communities?
☐	☐	☐	8. Does the training and development of municipal employees include race relations and cross-cultural training?
☐	☐	☐	9. Does the personnel/human resources department have an employment equity policy and program?
☐	☐	☐	10. Do the municipal departments translate civic literature and provide interpretation services where there is a need.

Improving Race Relations: the Benefits to the Municipality

As the community becomes more diverse in racial, cultural, linguistic and religious composition, the municipality should monitor changing community needs and adapt its policies and programs to better meet these needs within available resources. Although there may be costs in adjusting and improving services, there will be greater benefits to the municipality. The potential benefits are:

- effective use of personnel (right person for the job)
- improved delivery of programs
- minimization of employee complaints
- fairness in employment practices
- optimal use of municipal services
- greater access to health services will result in improved health
- stimulation of the municipal economy can result from involving all ethnic and racial minority communities in economic development programs e.g. business improvement areas such as Little Italy, Chinatown, twinning initiatives and international trade
- better decision-making may result from using all talents and skills available within the municipal workforce including employees from minority backgrounds
- increased use of parks and recreation
- better police/community relations
- more efficient, effective and equitable allocation of resources
- improved citizen access and community participation

How Does the Municipality Start?

In developing strategies for multiculturalism and race relations, the municipality should take the following steps:

1. **Establish a working group.**
2. **Assess the community's race relations situation.**
3. **Develop recommendations for Council.**
4. **Council responds to recommendations.**
5. **Examine alternative organizational structures.**
6. **Make recommendations on structure.**
7. **Establish a race relations committee.**
8. **Race relations committee submits annual report on activities.**

1. Establish a working group.

The first step in developing municipal race relations programs is to bring together knowledgeable community and institutional representatives, senior officials of civic departments and elected officials. Municipal staff should be assigned to assist in the establishment and support of this working group.

Working group members might include representatives from ethnic and racial minority groups, elected officials and senior staff from municipal departments such as personnel, parks and recreation, community development, public health, planning, housing authority and libraries. As well, the working group could include representatives from school boards, labour groups, police force, human rights commissions, and universities.

It would be desirable to have the mayor make a public announcement about the establishment of the working group and to invite representation by advertising widely in both mainstream and ethnic media. Broad community representation on the committee will ensure that recommendations are reasonable and achievable and result from extensive consultation and deliberation. The number of members on the working group should range from five to fifteen to facilitate consensus building and to ensure that it is manageable. Meetings should be held regularly and minutes kept.

2. Assess the community's race relations situation.

The members of the working group can draw from their collective knowledge and gather data where necessary in the following areas:

- census information should yield demographic statistics of the municipality's population, including languages spoken, size of ethnic, racial or cultural groups, immigration trends and settlement patterns and other relevant socio-economic data;
- consultations with agencies and organizations serving minority communities can provide information about municipal strengths and weaknesses in service delivery. As well, consultation can help avoid duplication of services and facilitate the coordination of race relations activities;
- working group should invite interested groups and individuals to make oral and written presentations and publicize this opportunity as widely as possible in the media.

3. Develop recommendations for Council.

When the working group has enough data, it should develop recommendations on how the relationship between the municipality and racial and ethnic communities can be improved. For example, the working group might decide on the following:

- the municipality should adopt a policy statement affirming the principles of multiculturalism and equal opportunity in order to ensure that all municipal employees understand that all citizens must be treated fairly and equally and that discriminatory behavior will not be tolerated;
- more outreach activities need to be directed at racial and ethnic minorities, many of whom are not using available municipal services and programs;
- municipal staff, particularly those dealing with citizens day-to-day, need to be better informed about cultural and racial differences;
- municipal employment systems need to be reviewed to determine why qualified racial and ethnic minorities are failing to obtain employment commensurate with their qualifications;
- the municipal grants criteria and process need to be reviewed because many ethnic and racial minority groups are not receiving their fair share of grants;
- a complaints procedure needs to be developed to deal with complaints of discrimination;
- representation on boards and committees needs to be reviewed to see if the diversity of the community is reflected;
- more translation and interpretation services are needed to serve immigrants unable to read or speak either of the official languages;
- municipal public information notices should be disseminated in the major ethnic media.

4. Council responds to recommendations.

Council can respond to recommendations from the working group by:

- approving some or all of the recommendations;
- creating an advisory committee on race relations to monitor and oversee the implementation of the recommendations;
- assigning, hiring or seconding staff to support the advisory committee;
- making a budgetary allocation to support the advisory committee in its program development.

5. Examine alternative organizational structures.

Several organizational structures may be adopted by a municipality. The most suitable structure will depend on local circumstances and resources.

The more common types of structures are: a) citizens' committee; b) institutional committee; c) mixed committee; d) special advisor/advocate.

a) Citizens' Committee

Citizens' committees are generally comprised of prominent individuals selected because of their expertise and commitment to race relations, organizational affiliation, or because they represent a minority group.

A community-based committee is advantageous in that its members:

- understand and appreciate the concerns of their communities;
- have expertise in race relations;
- have knowledge about the community and its resources;
- may be independent of the interests of elected officials or municipal staff;
- represent symbolic value and example by having a voice on a municipal committee;
- can play a strong advocacy role.

A citizens' committee may have disadvantages in that its members:

- may limit their attention to issues concerning only their own communities;
- may have varying points of view that may prevent the group from establishing a working relationship;
- may lack support from municipal departments;
- may be unaware of the financial, administrative and political implications of their decisions;

b) Institutional Committee

Institutional committees generally consist of elected officials, senior staff from municipal departments including the police force, and senior administrators from local institutions such as school boards, universities, and religious institutions. Other possible members are representatives from labour, business and provincial and federal human rights bodies. Additional municipal personnel who might be members include planners, committee staff, the equal opportunity coordinator, and a recording secretary from the clerk's office.

An institutional committee structure is advantageous in that its members:

- have the mandate and authority to respond on behalf of their institutions;
- can network with other institutional members and coordinate plans and strategies;
- may establish a good working relationship because they are among peers;
- are aware of financial, administrative and political implications of their decisions.

An institutional committee can have disadvantages because its members:

- may not have the authority to take action unless they are senior decision-makers;
- may have the tendency to "rationalize" or "defuse" a problem rather than take corrective action;
- may not fully understand and appreciate the concerns of minority communities;
- may lack expertise in race relations;
- may lack knowledge about the resources available in the minority communities;
- may give the impression that the committee and the municipal government are not "open" to the community.

c) Mixed Committee

Mixed committees have a combination of both institutional and community representation. This is the most common structure adopted by municipalities. However, there can be some variation in funding and reporting relationships.

The advantages of a mixed committee structure are that its members:

- can readily draw upon the resources and expertise of all sectors of the community;
- can avoid duplication of efforts, and coordinate plans and strategies;
- can ensure that decisions reached are relevant and viable for the community as a whole;
- can more likely obtain the commitment of elected officials, municipal departments, other institutions and the community.

The mixed committee structure may have one disadvantage in that its members:

- will find that more time and effort are required to achieve consensus among different interest groups.

d) Special Advisor

An alternative to the committee structure is a special advisor/advocate to work with the municipality in developing race relations policies and practices. The advisor/advocate could either work in the mayor's office or with the chief administrative officer to ensure senior level commitment and support.

The success of the advisor's work will depend greatly upon his or her individual abilities. The advisor should be knowledgable about, and be able to establish a good working relationship with, the municipal bureaucracy as well as the community. The advisor should have expertise in race relations, and also be able to reconcile the interests of elected officials, municipal staff and the community.

Although an advisor can play a strong advocacy role, it is not recommended as a sole consultative mechanism because it depends too greatly on one individual's abilities. The committee structure is favored because of its broader representation of various interests. Of course, both structures could be set up and their work could complement each other.

6. Make recommendations on structure

After examining the advantages and disadvantages of the alternative structures, the working group makes a recommendation on the appropriate structure for the municipality.

7. Establish a race relations committee

Once the type of race relations committee structure is selected, the following specific organizational details are decided.

a) Name
b) Mandate
c) Terms of reference
d) Organizational structure
e) Chairman
f) Location
g) Staff requirements

a) Name

Depending on local circumstances, any of the following names might be considered: community relations, ethnic relations, visible minorities, race relations and multiculturalism. Since the committee is supposed to represent the concerns and views of minority communities, council might consider having the committee members themselves decide on the name of the committee.

b) Mandate

A statement of purpose providing the rationale for forming the committee should be developed. The following are most commonly used by existing committees:

- acknowledge a municipal role in providing leadership and setting an example in the community through its multicultural or race relations policies and programs;
- respond to significant changes in ethnic, racial and cultural composition of the community;
- promote and foster respect, understanding and cooperation amongst all citizens;
- combat personal and systemic discrimination and racism in all sectors of the community;
- promote the full and equal access, opportunity and participation of all citizens in the community's social, cultural, economic and political affairs;
- affirm that a diversity of racial, ethnic and cultural origins, beliefs and values enhances, strengthens and enriches a community and is a reflection of the Canadian ideal.

c) Terms of reference

The following are some of the terms of reference currently being used by committees:

i) propose to council short-term and long-term strategies to reduce tensions and enhance community, race and ethnic relations in the municipality;

ii) review policies, practices and programs of the municipality and recommend adjustments and/or new initiatives in any of the following areas of municipal activity:

- language support services
- policing
- public health
- fire protection
- parks and recreation
- cultural development
- planning and zoning
- public works
- representation on boards and commissions
- housing
- employment practices
- awarding of municipal grants
- public transit
- contracts and purchasing
- economic development
- libraries
- municipal policies and by-laws

iii) work actively with and support civic and other organizations, departments, agencies and orders of government with similar aims and objectives, in order to coordinate race relations activities;

iv) receive, review, resolve or refer to appropriate authorities, as required, complaints of prejudice, racism or conflicts of a racial nature including discriminatory practices with respect to municipal staff and activities;

v) submit to council an annual report on activities undertaken by the race relations committee. The annual report should be distributed widely to ethnic and racial minority groups.

d) Organizational structure

The organizational structure and reporting relationships of a committee can vary from one municipality to another. Some race relations committees report either directly to the mayor and/or council through a standing committee or an executive committee of council.

i) Membership — Committees generally consist of between twelve and twenty-five members appointed by the mayor and/or council on the basis of their interest, knowledge or position in the municipality, community or other organizations. The term of membership usually ranges one to three years from the date of appointment. A staggered term of membership is recommended to ensure continuity of the committee. Depending on the type of committee chosen, the members can be political, institutional or community representatives. The committee usually meets at least once a month.

ii) Sub-committees, task forces and working groups — Most committees have one or more sub-committees working under them. The types of sub-committees vary from community to community depending on local issues, concerns and jurisdictions. Some of the more common sub-committees have been the following:

- personnel/human resources (affirmative action, equal employment opportunity or employment equity)
- police and community relations
- public education and communication
- municipal services
- education
- recreation and leisure
- health
- urban native affairs
- community relations
- multiculturalism policy
- multicultural centre
- new initiatives

e) Chairman

The person designated to chair the committee should be appointed with great care based on several considerations:

i) The chairman should have a prominent standing in the community to give the committee a high profile.

ii) The chairman should be knowledgable in race relations and acutely aware of political considerations.

iii) The chairman should be well-respected by the community and be able to develop a consensus and mobilize concrete action.

iv) The chairman should be deeply committed to achieving real progress in race relations in the community.

Some of the current chairmen of committees include mayors, aldermen or councillors and prominent community leaders. It has been found that having two co-chairmen, an elected official and a community leader, is a very effective arrangement. In addition to its practical advantages, it has important political implications.

f) Location

The designated meeting place for the committee should be accessible to all members. Some current committees hold their meetings at municipal hall while others use a community centre.

g) Staff requirements

The effectiveness of a municipal race relations committee depends to a large extent on the staffing and other resources allocated to it. However, it may not always be economically feasible for a municipality to hire or assign full-time personnel. In a smaller municipality, part-time or volunteer staff can assist a committee. Examples of staffing arrangements include:

- part-time or full-time coordinator(s) with support services from the office of the municipal clerk;
- volunteer staff with support services;
- social planner or community relations staff temporarily seconded to work on the committee;
- senior representatives from police, personnel, planning, health and other municipal departments who serve on the committee, work on sub-committees and are accountable for departmental activities in race relations policy and program development.

8. Race relations committee submits annual report on activities

It is crucial that the municipal race relations committee have an evaluation mechanism to ensure that the committee's work is open to public scrutiny. The symbolic value of establishing a committee is important but unless the committee is effective and meaningful in its activities, it will be seen as only a token gesture. The committee should submit an annual report to council. Copies of the report should be widely circulated to minority groups to allow them to review the report and provide their comments. Community input regarding the performance of the committee is essential.

A Checklist for Municipalities

Municipal Activity	Issue
Parks, Recreation and Leisure	○ programs under-used by minorities
Housing	○ complaints of racial discrimination ○ insufficient housing with minorities disproportionately affected ○ neighbourhood prone to tension and conflict or resistant to influxes of minorities ○ vandalism or loitering by youth
Personnel/ Human Resources	○ under-representation and occupational segregation of ethnic and racial minorities in municipal workforce
Police	○ under-representation of ethnic and racial minorities in police force ○ police/community relations not very favorable ○ racially-motivated crimes of violence, damage to property
Fire Department	○ under-representation of ethnic and racial minorities in department ○ lack of understanding by minorities about fire regulations and emergency procedures
Municipal Services	○ minorities lack knowledge about municipal services ○ municipal departments unable to deal with inquiries in languages other than English and French ○ municipal departments lack information on minorities
Representation on boards and committees	○ under-representation of minorities ○ inadequate consultation mechanisms with minorities
Economic Development	○ under-representation of minorities among self-employed and business entrepreneurs ○ lack of knowledge and/or use of existing advisory services
Municipal Engineering/ Public Works	○ complaints about offensive graffiti
Municipal Policies and By-Laws	○ insufficient knowledge about minorities ○ insufficient knowledge by minorities
Awarding of Municipal Grants	○ disproportionate allocation of grants
Libraries	○ under-use by minorities
Community Planning	○ inadequate information on minority communities
Purchasing/ Contracts	○ not all businesses entering into contracts with municipality are non-discriminatory
Legal Department	○ lack of familiarity with human rights and equality rights legislation
Public Health	○ health programs under-used by minorities ○ health regulations not fully understood by minorities because of cultural or language barriers
Public Transit	○ under-representation of minorities on staff ○ lack of information about minorities ○ complaints of racial harassment
Social Services	○ insufficient knowledge about ethnic minorities ○ under-use of programs and services by minorities
Education	○ complaints about streaming and assessment of minority students ○ minority parents not fully participating in school ○ inter-racial tension in school

The Federation of Canadian Municipalities

The FCM is the national voice of municipal government in Canada. Founded in 1937, the FCM represents municipalities of all sizes and in every corner of the country. With a membership of 446 municipalities and all major provincial and territorial municipal associations, the FCM provides a national forum for the exchange of views and experiences among municipal leaders. Through its publications, meetings, and conferences, the FCM keeps member municipalities informed of current issues facing local government.

Policy and program priorities are determined by the FCM's National Board of Directors comprising 65 elected municipal officials. A Standing Committee/Task Force system analyses and takes action on issues of common interest to FCM's members.

At the 1986 Annual Conference, the Task Force on Race Relations recommended and received approval for its Policy Statement entitled, "Improving Race Relations in Canadian Municipalities," thereby committing the FCM to continue work in promoting better race relations at the local level.